

In using the CAAS for screening groups of individuals, consider using principles of preventative psychology or preventative medicine. Prevention hinges on the ability to identify a weakness and then to be able to do something to improve it. The CAAS can be used for screening to identify career development lags and underdeveloped coping resources. Then career construction theory can guide the selection of appropriate intervention strategies to build career adaptability, that is, the readiness and resources to make and implement career choices.

To select intervention strategies, consider the following rules of thumb.

Indicated strategies: For those individuals who score in the bottom quartile (25% and lower), consider offering them comprehensive interventions that address motivation to work and increase career adaptability in general.

Selective strategies: For those who score in the second and third quartile (25% to 75%), consider offering target interventions that address specific and circumscribed weaknesses or gaps in their career adaptability profiles. For example, a student who scores concern and curiosity, but low on control and confidence could be invited to a decision-making workshop or guided to engage in other experiences that make them more decisive and confident at making decisions in general.

Universal strategies: Consider offering individuals who score above the 75th percentile career development newsletters, workshops, and bibliotherapy that address the specific vocational developmental tasks they are about to encounter. These interventions focus on developmental guidance that orient individuals to the task at hand and suggest effective coping strategies that have worked for others in the past.

ALSO, if you have very limited resources, consider the meaning and implications of Ross' theorem in your situation and for your institution. Ross showed that prevention is more effective when it assists a large number of people at small risk than when it assists a small number of individuals who are at high risk.